

AVERAGE SALARIES OF FULL-TIME FACULTY MEMBERS AT 1,700 COLLEGES AND UNIVERSITIES

The following table shows average faculty salaries by rank at more than 1,700 colleges, universities, and multi-campus college systems in 1987-88.

The salaries, which are reported in thousands of dollars and rounded to the nearest hundred, cover all full-time members of the instructional staff except those in medical schools.

The figures are adjusted to a standard, nine-month work year.

The designations I, IIA, IIB, III, and IV are defined in the rating table at the right, which gives the percentile distributions of salaries for each academic rank.

To maintain the confidentiality of individual salaries, a dash appears wherever an institution has five or fewer faculty members at a given rank. A blank space indicates that the institution has no faculty members at that rank. The table omits footnotes qualifying the information reported by some institutions.

Average faculty salaries for institutions without academic ranks, most of which are two-year colleges, appear in a separate table on Page A17.

The statistics were compiled for the American Association of University Professors by Maryse Eymonerie Associates of Washington.

ALABAMA

	Assoc	Asst	Prof	Prof	Inst
Alabama A&M U, IA	34.6	30.8	26.3	19.6	
Alabama St U, IA	35.9	32.9	26.7	21.4	
Athens St C, IB	36.5	33.3	25.1	—	
Auburn U	45.6	35.9	30.6	21.6	
Main, I	40.4	33.2	27.5	23.3	
Montgomery, IA	38.4	28.6	25.9	—	
Birmingham Southern C, IB	38.4	28.6	25.9	—	
Faulkner U, IB	37.9	26.1	23.2	—	
Huntingdon C, IB	37.9	26.1	23.2	—	
Jacksonville St U, IA	37.9	35.4	29.3	26.3	
Judson C, IB	26.8	—	22.1	17.6	
Livingston U, IB	30.5	24.4	20.9	18.7	
Southeastern Bible C, IB	—	22.6	—	—	
Spring Hill C, IB	35.3	31.3	25.9	—	
Stillman C, IB	25.7	21.2	20.0	18.4	
Troy St U	38.2	30.8	26.1	22.0	
Main, IA	38.1	31.2	26.0	—	
Dothan-Ft Rucker, IA	35.2	28.4	23.9	19.4	
Tuskegee U, IA	35.2	28.4	23.9	19.4	
U of Alabama	47.9	36.8	29.4	21.1	
Birmingham, I	45.1	33.8	27.9	22.6	
Huntsville, IA	47.7	34.9	29.7	24.5	
U of Montevallo, IA	34.4	28.8	25.6	20.1	
U of North Alabama, IA	40.1	33.0	27.7	22.7	
U of South Alabama, IA	38.5	31.2	26.5	23.5	

ALASKA

	Assoc	Asst	Prof	Prof	Inst
U of Alaska	50.7	41.4	33.4	—	
Anchorage, IA	48.9	39.2	36.5	—	
Anchorage CC, IB	52.7	42.2	34.0	27.4	
Fairbanks, IA	43.8	—	—	37.7	
Kenai Peninsula, IB	42.3	—	—	—	
Kuskokwim C, IB	43.0	—	—	—	
Metanuska-Sustine CC, IB	51.3	43.5	35.8	—	
Southeast, IA	48.2	—	—	—	
Tanana Valley CC, IB	48.2	—	—	—	

ARIZONA

	Assoc	Asst	Prof	Prof	Inst
American Grad Sch of Internet Mgmt, IB	41.5	34.0	28.2	—	
Arizona St U, IA	51.2	39.1	32.3	24.6	
Grand Canyon C, IB	31.4	28.7	23.3	19.0	
Northwestern Arizona U, IA	46.5	37.2	30.2	24.7	
U of Arizona, I	53.3	39.2	32.2	27.9	

ARKANSAS

	Assoc	Asst	Prof	Prof	Inst
Arkansas C, IB	35.2	30.9	25.0	—	
Arkansas St U	38.6	32.4	26.8	21.4	
Beebe, IB	—	25.7	—	—	
Arkansas Tech U, IB	32.6	29.1	26.2	20.8	
Central Baptist C, IB	20.7	—	—	—	
C of the Ozarks, IB	25.0	20.7	21.0	17.4	
Henderson St U, IA	33.4	28.2	25.3	20.3	
Hendrix C, IB	36.4	30.5	25.1	—	
John Brown U, IB	32.9	29.2	25.0	—	
Quincy Baptist U, IA	33.7	28.1	23.2	19.9	
Southern Arkansas U, IB	34.5	30.7	27.5	20.2	
Southern Baptist C, IB	—	—	—	15.2	
Fayetteville, I	43.6	33.1	28.1	20.4	
Little Rock, IA	42.1	34.2	28.1	22.2	
Monticello, IB	33.2	28.5	24.9	20.6	
Pine Bluff, IB	32.5	28.6	25.7	21.1	
U of Central Ark, IA	38.3	31.8	26.5	21.2	

CALIFORNIA

	Assoc	Asst	Prof	Prof	Inst
Azusa Pacific U, IA	29.6	26.2	23.5	20.2	
Biola U, IA	35.4	28.1	22.3	21.0	
California Inst of Tech, I	69.9	52.0	42.2	—	
Cal Lutheran C, IA	37.9	29.9	25.5	25.3	
California St U	51.4	38.7	31.5	28.2	
Bakersfield, IA	51.3	39.4	31.9	—	
Chico, IA	51.3	39.4	31.9	—	
Dominguez Hills, IA	51.7	38.9	31.3	28.3	
Fresno, IA	51.5	40.4	31.8	28.1	
Fullerton, IA	51.5	40.4	31.8	28.1	
Hayward, IA	51.5	40.4	31.8	28.1	
Humboldt St U, IA	51.0	39.9	31.5	—	
Long Beach, IA	51.7	40.4	32.1	28.6	
Los Angeles, IA	51.2	40.4	32.5	—	
Northridge, IA	51.7	40.0	32.0	28.1	
Cal Poly St U	51.1	40.5	32.3	25.0	
San Luis Obispo, IA	52.0	39.6	33.1	—	
Poly U Pomona, IA	51.5	39.7	31.8	—	
San Bernardino, IA	50.4	38.1	31.9	—	
San Diego St U, IA	51.4	40.3	33.1	27.6	
San Francisco St U, IA	51.1	39.7	31.8	27.2	
San Jose St U, IA	51.6	39.9	32.5	28.3	
Sanoma St U, IA	51.4	40.4	32.2	—	
Stanislaus, IA	51.4	39.4	31.9	—	
Chapman C, IA	42.3	35.3	29.3	—	
Claremont Grad Sch, I	59.1	44.7	30.3	—	
Claremont McKenna C, IB	52.7	37.7	30.5	—	
Cogswell Polytech C, IB	—	25.1	—	—	
C of Notre Dame, IA	33.5	26.1	23.5	—	

CALIFORNIA—Continued

	Assoc	Asst	Prof	Prof	Inst
Fuller Theol Sem, IA	32.3	31.3	25.4	—	
Fremont-Newark CC Dist, IB	43.3	40.2	34.6	33.5	
Golden Gate U, I	52.9	39.0	35.7	—	
Harvey Mudd C, IB	57.6	43.4	34.4	—	
LA C of Chiropractic, IB	—	26.1	23.6	18.8	
Loyola Marymount U, IA	51.1	41.7	30.4	—	
Mennonite Brethren Biblical Seminary, IB	—	30.8	—	—	
Mills C, IA	45.6	35.3	29.2	—	
Monterey Inst of Internat Studies, IA	47.1	30.7	24.7	21.1	
Mt St Mary's C, IB	35.7	29.3	25.7	21.8	
Naval Postgrad Sch, I	48.3	38.1	31.9	—	
Occidental C, IB	48.5	37.3	29.6	26.7	
Pacific Sch of Religion, IA	29.8	—	—	—	
Pacific Union C, IA	27.4	25.6	24.3	22.5	
Pepperdine U, IA	48.5	38.5	32.9	—	
Pitzer C, IB	46.6	—	27.1	—	
Point Loma Nazarene C, IB	37.0	30.2	24.7	—	
Pomona C, IB	54.9	39.8	32.7	—	
Santa Clara U, IA	46.3	36.1	29.1	—	
Santa Clara U, IA	59.1	41.0	33.7	—	
Scripps C, IB	45.9	34.5	26.9	—	
Southern Cal C, IB	54.9	32.2	27.0	—	
Southern Western U, IB	51.7	—	—	—	
Stanford U, I	70.8	50.1	39.6	—	
U of California	64.2	42.3	36.1	—	
Berkeley, I	57.9	39.0	34.3	—	
Davis, I	60.1	40.8	36.2	—	
Los Angeles, I	63.0	41.0	36.2	—	
Riverside, I	56.6	39.8	33.5	—	
San Diego, I	60.8	41.6	35.1	—	
Santa Barbara, I	59.4	39.8	35.0	—	
Santa Cruz, I	56.5	39.5	33.6	—	
U-Wide Services, IA	68.3	48.3	43.0	—	
U of the Pacific, IA	41.7	36.4	30.1	23.2	
U of Redlands, IA	41.7	32.4	31.4	—	
U of San Diego, IA	50.6	35.0	30.5	—	
U of San Francisco, IA	53.5	41.7	34.3	27.9	
U of Southern Cal, I	61.1	43.3	36.0	36.4	
Westmont C, IB	35.7	29.7	26.1	—	
Whittier C, IA	35.6	30.0	26.1	25.2	

COLORADO

	Assoc	Asst	Prof	Prof	Inst
Adams St C, IA	35.1	28.3	25.6	23.1	
Colorado C, IB	46.2	35.4	28.3	—	
Colorado Mountain C, IB	29.6	25.2	23.5	—	
Colorado Sch of Mines, IA	45.8	35.4	32.7	—	
Colorado St U, I	43.8	34.5	30.0	20.6	
Colorado Tech C, IB	—	19.3	—	—	
Denver Conservatory of Music, IB	—	23.5	—	—	
Fort Lewis C, IB	34.2	28.0	26.7	—	
Jeff Sch of Theology, IA	44.3	36.5	—	—	
Mesa C, IB	32.3	27.1	23.9	17.6	
Metropolitan St C, IB	35.7	30.6	26.2	20.1	
U of Colorado	49.5	37.8	33.6	24.9	
Boulder, I	45.1	35.6	30.4	25.7	
Colorado Springs, IA	45.9	36.6	31.0	24.7	
Denver, IA	56.2	43.3	34.0	—	
Health Sci Ctr, IA	43.5	32.9	28.2	25.9	
U of Denver, I	39.8	30.8	26.8	23.7	
U of Northern Colo, IA	37.6	31.3	27.4	23.0	
U of Southern Colo, IA	33.2	26.0	22.9	—	

CONNECTICUT

	Assoc	Asst	Prof	Prof	Inst
Albertus Magnus C, IB	31.8	26.3	22.7	—	
Albany CC, IB	36.8	—	—	25.1	
Central Conn St U, IA	49.3	40.1	32.9	27.2	
Connecticut C, IA	44.8	35.6	27.0	—	
Eastern Conn St U, IB	48.3	38.7	29.4	—	
Fairfield U, IA	46.7	37.7	31.9	—	
Greater Hartford CC, IB	40.8	34.1	28.9	25.4	
Housatonic CC, IB	39.9	34.8	33.9	—	
Manchester CC, IB	40.1	35.6	31.8	24.1	
Matthias CC, IB	40.1	35.6	31.8	24.1	
Middlesex CC, IB	40.5	36.3	32.8	25.1	
Mitchell C, IB	—	25.5	17.2	—	
Sacred Heart U, IB	39.2	30.2	26.3	21.9	
Saint Joseph C, IA	31.2	27.3	24.1	22.9	
South Central CC, IB	38.5	34.0	30.0	25.8	
Southern Conn St U, IA	47.6	38.2	32.5	25.3	
State Tech C's, IB	45.2	40.2	34.0	28.4	
Trinity C, IB	51.1	38.3	28.3	—	
Tufts CC, IB	48.1	39.2	32.3	24.8	
U of Bridgeport, IA	57.9	42.8	35.2	30.6	
U of Hartford, IA	42.0	34.3	29.2	—	
U of New Haven, IA	40.2	35.7	32.0	28.4	
Wesleyan U, IA	53.6	37.4	31.3	—	
Western Conn St C, IA	46.5	37.6	31.3	—	
Yale U, I	67.7	40.8	32.3	28.4	

DELAWARE

	Assoc	Asst	Prof	Prof	Inst
Delaware St C, IA	40.0	31.8	27.6	21.7	
U of Delaware, I	53.1	37.8	30.3	21.6	

DISTRICT OF COLUMBIA

	Assoc	Asst	Prof	Prof	Inst
American U, I	54.4	39.8	32.7	25.2	
Catholic U, I	45.8	33.6	28.9	26.9	

DIST. OF COLUMBIA—Continued

	Assoc	Asst	Prof	Prof	Inst
Gallaudet U, IA	47.9	36.7	29.5	23.3	
George Washington U, I	56.1	40.4	32.2	22.4	
Georgetown U, I	64.3	43.8	31.5	24.6	
Howard U, I	47.4	35.5	29.4	24.7	
Mount Vernon C, IB	—	31.5	25.2	—	
Wesley Theol Sem, IB	37.6	—	—	—	

FLORIDA

Barry U, IA	38.3	31.5	27.6	21.7
Bethune-Cookman C, IB	25.4	22.5	19.5	17.5
Eckerd C, IB	38.4	30.8	26.0	—
Florida Atlantic U, IA	45.7	34.0	30.3	24.1
Florida International U, IA	45.0	35.3	30.9	22.2
Florida Southern C, IB	32.0	28.8	23.4	19.3
Florida St U, I	46.7	34.4	30.2	22.7
Jacksonville U, IB	29.5	23.3	21.0	—
Manatee CC, IB	34.3	27.4	24.4	19.9
Miami-Dade CC, IB	32.8	27.6	23.3	18.7
Nova U, I	55.3	38.0	29.7	24.7
Palm Beach Atlantic U, IB	32.8	32.9	28.5	24.4
Rollins C, IB	42.7	33.3	27.1	—
Stetson U, IA	46.0	32.5	28.9	18.8
U of Central Florida, IA	43.4	35.2	29.8	21.9
U of Florida, I	53.9	40.0	29.5	25.5
U of Miami, I	50.2	37.0	30.8	26.7
U of North Florida, IA	46.6	34.7	29.2	24.0
U of South Florida, I	48.6	34.7	29.2	24.0
U of Tampa, IB	33.0	28.2	24.7	—
U of West Florida, IA	42.1	32.4	28.4	24.4

Average Salaries for Full-Time Faculty Members at 1,700 Colleges and Universities—Continued

KENTUCKY—Continued

	Prof	Asst Prof	Inst
Berea C, IB	39.6	31.3	25.3
Centre C of Ky, IB	39.3	31.4	26.9
Eastern Kentucky U, IA	36.2	31.5	26.7
Georgetown C, IB	30.7	26.2	22.3
Ky Christian C, IB	25.0	—	—
Kentucky St U, IA	41.8	31.9	25.9
Ky Wesleyan C, IB	31.5	27.6	20.2
Lexington	—	—	—
Theol Sem, IB	29.8	—	—
Lindsey Wilson C, IB	23.0	20.1	14.3
Louisville Presbyterian	—	—	—
Theological Sem, IA	42.4	—	—
Morehead St U, IA	35.0	29.1	25.9
Murray St U, IA	36.0	31.6	26.8
Spalding U, IB	28.6	23.7	22.8
Thomas More C, IB	30.7	24.9	22.0
Transylvania U, IB	36.3	29.9	25.6
Union C, IB	22.4	20.2	20.0
U of Kentucky	—	—	—
Main, I	46.9	34.8	30.1
CA's, IB	32.7	26.5	21.8
U of Louisville, IA	45.5	34.2	28.9
Western Kentucky U, IA	37.2	31.0	27.0

LOUISIANA

Centenary C of La, IB	34.7	28.4	25.0
Grambling St U, IA	31.3	30.0	25.6
Louisiana C, IB	29.2	24.7	23.0
Louisiana St U	—	—	—
A&M C, I	46.1	34.0	29.4
Alexandria, IB	30.6	25.8	22.5
Ermine, IB	—	27.0	23.8
Shreveport, IA	34.3	30.8	26.7
Louisiana Tech U, IA	35.2	29.9	26.6
Loyola U, IA	45.4	36.9	29.7
McNeese St U, IA	33.8	31.1	27.3
Nicholls St U, IA	33.6	28.7	25.6
Northeast La U, IA	37.5	30.9	27.1
Our Lady	—	22.2	21.2
of Holy Cross C, IB	33.2	30.3	25.4
Southeastern La U, IA	51.8	38.4	32.0
Tulane U, I	56.0	30.1	25.6
U of New Orleans, IA	38.7	31.8	27.5
U Southwestern La, IA	38.7	31.8	27.5
Xavier U of La, IA	27.8	24.6	21.5

MAINE

Bates C, IB	46.7	37.1	27.7
Bowdoin C, IB	51.9	37.8	29.4
Colby C, IB	51.4	36.7	28.6
Husson C, IB	30.9	28.3	26.1
Saint Joseph's C, IB	—	25.8	—
Thomas C, IB	—	25.8	—
U of Maine	—	—	—
Augusta, IB	34.3	26.6	22.9
Farmington, IB	37.1	30.6	24.4
Fort Kent, IB	33.1	—	—
Macmillan, IB	36.7	30.3	22.6
Orono, IA	44.8	34.2	28.0
Presque Isle, IB	37.2	30.4	23.8
U of Southern Maine, IA	43.5	34.5	27.6
Westbrook C, IB	24.5	22.3	22.1

MARYLAND

Alligany CC, IB	32.9	28.3	22.9
Anne Arundel CC, IB	42.9	36.5	30.4
Bowie St C, IB	43.9	36.5	30.4
Capital Inst of Tech, IB	—	27.3	21.6
Catonville CC, IB	42.9	36.0	30.1
Cecil CC, IB	36.3	33.6	28.5
Charles County CC, IB	37.1	33.6	25.6
Chesapeake C, IB	—	29.6	25.4
C of Notre Dame	—	—	—
of Maryland, IB	34.7	28.4	26.6
Columbia Union C, IB	24.7	23.6	22.3
C of Baltimore, IB	35.8	29.7	26.3
Coppin St C, IB	43.8	33.9	29.4
Dundell CC, IB	36.8	33.4	29.1
Essex CC, IB	42.8	34.3	29.3
Frederick CC, IB	36.0	30.9	26.2
Frostburg St U, IA	42.5	33.8	29.8
Garrett CC, IB	—	20.3	—
Goucher C, IB	39.4	29.8	25.1
Hagerstown CC, IB	35.0	31.1	24.0
Harford CC, IB	40.0	36.6	33.1
Hood C, IA	43.1	35.1	27.7
Howard CC, IB	40.5	—	26.1
Johns Hopkins U, I	63.9	43.1	36.3
Loyola C in Md, IA	43.2	37.5	29.8
Montgomery C	—	—	—
Rockville, IB	42.6	33.8	29.4
Germantown, IB	40.5	31.0	—
Takoma Park, IB	42.6	32.0	27.5
Morgan St U, IA	46.4	37.3	31.4
St Mary's C, IB	38.5	30.3	23.4
Prince George's CC, IB	40.8	35.6	27.2
Saint Mary's C of Md, IB	43.3	36.3	26.3
Salisbury St C, IA	42.7	33.9	28.4
Towson St U, IA	43.5	37.1	30.5
U of Baltimore, IA	46.8	41.5	32.0
U of Maryland	—	—	—
College Park, I	55.8	36.9	32.7
Baltimore County, IA	57.3	45.5	34.7
Eastern Shore, IA	53.2	36.3	32.0
Washington C, IB	38.0	32.0	24.7
Washington	—	—	—
Theological Union, IB	—	14.2	—
Western Maryland C, IB	39.5	32.6	26.2
Wor-Wic Tech CC, IB	—	27.8	23.5

MASSACHUSETTS

Amherst C, IB	56.7	40.2	32.8
Andover Newton	—	—	—
Theological Sch, IA	30.5	—	—
Anna Maria C, IB	—	29.3	25.5
Assumption C, IB	39.2	32.6	27.8
Babson C, IB	59.4	46.7	39.9
Bay Path JC, IB	—	29.2	21.0
Bentley C, IA	52.1	42.3	35.7
Berklee C of Music, IB	36.2	30.1	24.4
Boston C, I	54.9	40.6	33.8
Bradford C, IB	—	28.5	22.7
Brandeis U, I	55.7	40.1	32.2
Clark U, IA	52.4	38.4	31.2
C of the Holy Cross, IB	47.2	36.2	29.5
C of Our Lady	—	—	—
of the Elms, IB	—	27.7	22.9
Dean JC, IB	31.9	30.5	22.4
Eastern Nazarene C, IB	30.0	24.2	21.0
Emerson C, IA	54.1	41.0	31.3
Emmanuel C, IB	36.3	31.3	26.0
Fitchburg St C, IA	40.9	36.5	31.1
Gordon C, IB	34.1	28.8	23.9
Gordon-Conwell	—	—	—
Theological Sem, IA	40.3	32.6	28.2

MASSACHUSETTS—Continued

Hampshire C, IB	41.4	33.5	27.9
Harvard U, I	73.2	38.2	34.9
Holyoke CC, IB	34.8	29.6	24.8
Mass Bay CC, IB	34.1	28.3	26.1
Mass Inst of Tech, I	66.6	48.2	37.8
Mass Maritime Acad, IB	40.7	40.0	35.4
Massachusetts CC, IB	33.1	29.5	24.8
Merrimack C, IB	41.1	35.2	27.5
Middlesex CC, IB	37.5	31.9	28.6
Mount Holyoke C, IB	47.6	34.3	28.0
New England C	—	—	—
of Optometry, IB	40.7	34.5	27.9
North Adams St C, IB	39.9	34.1	29.4
North Shore CC, IB	36.3	29.3	25.1
Northeastern U, I	52.2	39.8	33.6
Pine Manor C, IB	36.0	30.1	24.3
Regis C, IB	38.2	31.7	27.0
Salem St C, IA	42.0	36.5	30.1
Smith C, IA	52.2	37.8	28.8
SE Mass U, IA	46.7	39.5	33.9
Springfield C, IA	39.6	30.3	23.9
Stonehill C, IB	37.5	30.9	26.6
Suffolk U, IB	51.9	38.6	34.3
Tufts U, I	55.5	40.9	33.4
U of Lowell, IA	52.2	42.2	35.4
U Massachusetts	—	—	—
Amherst, I	56.3	43.9	34.3
Boston, IA	52.6	43.6	35.7
Wellesley C, IB	55.6	38.9	31.6
W New England C, IA	49.0	36.3	31.1
Wheaton C, IB	46.2	33.2	26.1
Wheelock C, IA	39.4	31.5	26.1
Williams C, IB	55.7	39.0	31.9
Worcester Poly Inst, IA	51.4	41.3	36.5

MICHIGAN

Adrian C, IB	32.9	28.0	22.6
Albion C, IB	40.5	33.7	26.3
Alma C, IB	38.4	31.4	26.3
Aquinas C, IB	33.4	30.7	23.5
Calvin C, IB	36.3	31.0	27.1
Center for Creative	—	—	—
Studies, IB	31.9	27.8	22.6
Central Michigan U, IA	40.4	37.2	30.4
Concordia C, IB	28.4	24.4	20.3
Delta C, IB	42.3	37.5	32.6
Eastern Michigan U, IA	42.4	36.0	29.0
Grand Rapids	—	—	—
Baptist C, IB	26.6	23.1	19.6
Grand Valley St C, IA	41.5	34.8	26.7
Hope C, IB	37.0	31.8	25.3
Jordan C, IB	—	—	16.0
Kalamazoo C, IB	39.6	31.7	26.7
Lake Superior St C, IB	37.3	32.2	28.2
Madonna C, IB	36.0	28.8	24.0
Marygrove C, IA	29.7	24.4	19.8
Mercy C of Detroit, IB	31.9	26.2	21.4
Michigan St U, I	51.3	38.7	32.4
Michigan Tech U, IA	51.4	37.8	32.0
Monroe County CC, IB	42.5	36.2	37.5
Nazareth C, IB	—	26.5	22.6
Northern Michigan U, IA	41.9	34.6	28.7
Northern Michigan U, IB	41.9	34.6	28.7
Northwestern Mich C, IB	38.0	31.4	27.2
Oakland U, IA	46.0	36.9	31.8
Sacred Heart Sem C, IB	17.3	—	—
Siena Heights C, IB	26.2	25.2	—
Spring Arbor C, IB	27.8	24.9	21.3
Thomas M Cooley	—	—	—
Law Sch, IB	69.9	—	38.4
U of Detroit, IA	39.7	33.9	28.0
U of Michigan	—	—	—
Ann Arbor, I	59.1	44.5	36.8
Dearborn, IA	43.2	33.3	29.5
Flint, IA	43.7	36.1	29.1
Wayne St U, I	50.8	38.7	33.7
Western Michigan U, I	43.6	35.6	29.7
Western Theol Sem, IA	33.2	—	—

MINNESOTA

Augsburg C, IB	31.3	26.0	22.9
Bemidji St U, IA	42.9	34.0	27.3
Center C, IB	32.3	27.2	23.0
Carlson C, IB	47.7	37.3	28.9
C of Saint Benedict, IB	37.8	30.8	25.3
C of Saint Catherine, IB	35.8	29.9	25.0
C of Saint	—	—	—
Scholastica, IB	36.1	29.1	24.8
C of Saint Teresa, IB	—	22.5	19.5
C of Saint Thomas, IA	43.9	35.1	29.8
Concordia C	—	—	—
Moorhead, IB	38.0	31.4	25.0
Concordia C St Paul, IB	26.4	25.4	20.5
Dr Martin Luther C, IB	16.2	—	—
Gustavus	—	—	—
Adolphus C, IB	40.0	33.3	26.8
Hamline U, IB	36.7	28.5	25.3
Macalester C, IB	46.3	34.0	27.8
Metropolitan St U, IB	40.7	34.8	27.6
Minneapolis C	—	—	—
of Art and Design, IB	32.3	27.1	22.7
Moorhead St U, IA	43.7	35.5	28.5
Northwestern C, IB	31.2	28.2	24.2
Northwestern C	—	—	—
of Chioprac, IB	—	31.1	24.1
Saint Cloud St U, IA	43.8	34.6	28.9
Saint John's U, IB	42.7	34.1	27.4
Saint Mary's C, IA	36.3	29.0	22.8
Saint Olaf C, IB	43.7	34.0	28.4
Saint Paul Bible C, IB	—	32.7	28.5
Southwest St U, IB	44.3	35.7	28.8
United Theol Sem	—	—	—
of the Twin Cities, IB	26.4	—	—
U of Minnesota	—	—	—
Twin Cities, I	52.1	38.3	32.7
Duluth, IA	43.5	34.9	27.9
Morris, IB	43.0	32.7	27.4
Tech C Crookston, IB	34.0	29.4	—
Tech C Waseca, IB	—	30.5	27.9
Winona St U, IA	43.9	34.8	28.7

MISSISSIPPI

Alcorn St U, IB	33.5	29.6	22.3
Bethlehem C, IB	27.0	22.1	20.9
Delta St U, IA	33.4	28.3	24.2
Jackson St U, IA	32.9	30.0	26.1
Millsaps C, IB	37.7	29.4	25.0
Mississippi St U, I	41.8	32.9	28.5
Miss U for Women, IA	31.8	29.0	24.2
Miss Valley St U, IB	29.4	25.0	22.7
Reformed	—	—	—
Theol Sem, IB	35.3	—	—
Rust C, IB	—	24.5	19.5
U of Mississippi, I	41.3	32.5	28.0
U of Southern Miss, I	43.6	33.9	29.0
William Carey C, IB	23.7	20.6	17.2

MISSOURI

	Assoc	Prof	Prof	Prof	Inst
Assemblies of God					
Theological Sem, IIB	—	25.3	—	—	—
Avila C, IIB	28.5	27.9	22.1	20.1	—
Central Bible C, IIB	—	23.4	—	—	—
Central Methodist C, IIB	25.5	20.0	—	17.0	—
Central Mo St U, IIA	30.8	33.9	28.3	21.1	—
Cottay C, IIB	26.8	22.9	20.1	—	—
Culver-Stockton C, IIB	33.2	25.5	21.7	—	—
Drury C, IIB	34.1	31.0	24.8	—	—
St Louis CC	—	—	—	—	—
Florissant Valley, IIB	40.7	35.0	28.7	25.6	—
Forest Park, IIB	40.9	35.4	28.0	23.8	—
Meramec, IIB	40.6	34.0	27.8	23.1	—
Fontbonne C, IIB	25.3	20.9	17.0	—	—
Harris-Stowe St C, IIB	31.9	25.7	27.0	—	—
Kansas City Art Inst, IIB	30.9	27.6	—	—	—
Lincoln U, IIA	32.0	26.0	22.9	19.8	—
Linwoodwood C, IIA	29.9	24.6	23.4	—	—
Logan C	—	—	—	—	—
of Chioprac, IIB	—	30.5	27.6	20.7	—
Maryville C, IIB	32.6	28.5	20.2	—	—
Missouri Bible Inst, IIB	—	—	17.6	19.1	—
Mo Southern St C, IIB	39.7	33.5	28.0	23.4	—
Mo Western St C, IIB	39.1	33.2	27.5	22.2	—
Nazareth Theol Sem, IIB	30.5	—	—	—	—
Northeast Mo St U, IIA	40.3	34.0	28.2	23.1	—
Northwest Mo St U, IIA	36.5	30.9	25.6	21.5	—
Park C, IIB	26.5	21.3	18.5	—	—
Rochhurst C, IIB	38.4	35.6	27.1	22.5	—
St Louis CC	—	—	—	—	—
of Pharmacy, IIB	—	34.1	29.8	—	—
Saint Louis U, I	47.0	40.4	29.9	26.5	—
Sch of the Ozarks, IIB	31.3	28.0	23.1	—	—
Southwest Mo St U, IIA	39.5	32.0	26.1	24.1	—
Southwest Baptist U, IIB	29.0	25.5	21.3	19.7	—
Southwest Mo St U, IIA	40.8	34.7	29.0	21.9	—
U of Missouri					
Columbia, I	44.6	34.0	30.4	22.3	—
Kansas City, I	43.1	33.8	28.9	19.9	—
Rolla, I	47.5	37.0	33.1	—	—
St Louis, IIA	44.5	33.5	30.1	31.7	—
Washington U, I	55.3	38.6	32.1	25.7	—
Westminster C, IIB	34.2	28.6	24.7	—	—
William Jewell C, IIB	32.5	27.1	22.8	20.7	—
William Woods C, IIB	23.9	19.7	17.8	16.7	—

OHIO—Continued

	Assoc	Asst	Prof	Inst
Miami U				
Hamilton, III	—	37.0	30.6	22.9
Middletown, III	—	36.3	31.8	—
Oxford, I	50.3	38.1	31.3	24.3
Mount Union C, IIB	35.3	28.5	24.7	—
Mount Vernon	—	—	—	—
Nazarene C, IIB	27.6	25.1	22.1	—
Muskingum	—	27.8	25.1	22.9
Muskingum C, IIB	35.7	30.2	25.0	20.4
North Central Tech C, III	—	24.8	23.3	—
Notre Dame C, IIB	—	—	22.1	—
Oberlin C, IIB	46.1	35.1	28.9	26.8
Ohio Dominican C, IIB	33.9	27.2	23.0	—
Ohio St U	57.9	42.0	35.3	24.6
Ag Tech Inst, IIB	—	32.0	27.5	23.6
Lima, IIB	—	37.4	29.8	—
Marion, IIB	—	36.2	27.6	—
Newark, IIB	—	35.0	31.6	—
Ohio U	48.0	37.7	30.8	24.9
Belmont, III	—	32.6	—	—
Lancaster, IIB	—	34.8	26.8	—
Zanesville, III	—	34.2	27.4	23.4
Ohio Wesleyan U, IIB	36.8	28.4	24.8	—
Otterbein C, IIB	33.8	26.9	23.8	20.0
Sinclair CC, III	34.6	27.7	24.4	—
Trinity Lutheran	30.3	—	—	—
Seminary, IIA	—	—	—	—
U of Akron	49.2	37.7	32.4	27.3
Main, I	—	—	24.6	—
Wayne General	—	—	—	—
& Tech, III	—	—	—	—
U of Cincinnati	53.1	40.0	31.1	23.1
Main, I	—	—	35.3	27.5
Claremont General	—	—	—	—
& Tech, III	—	—	—	—
Raymond Walters	41.9	35.2	26.1	20.0
General & Tech C, IIB	42.7	36.2	28.4	18.3
U of Dayton, IIA	48.8	38.0	31.2	24.2
U of Toledo, I	27.8	24.4	24.5	20.6
Ursuline C, IIB	30.6	26.1	22.9	19.7
Walsh C, IIB	30.8	25.6	22.5	—
Wilmington C, IIB	42.2	33.0	26.5	19.8
Wittenberg U, IIB	51.1	39.0	31.9	22.9
Wright St U	—	—	29.2	23.6
Main, IIA	40.6	32.2	26.6	22.0
Lake, IIB	47.1	36.4	29.3	24.8
Xavier U, IIA	—	—	—	—
Youngstown St U, IIA	—	—	—	—

OKLAHOMA

Bacone C, III	—	18.6	16.6	—
Cameron U, IIB	36.2	31.3	26.1	19.8
Central St U, IIA	37.9	34.7	31.6	26.7
East Central U, IIB	36.0	32.1	28.4	23.4
Langston U, IIB	33.6	30.7	24.0	24.8
NE Okla St U, IIA	34.8	29.8	25.7	24.2
NW Okla St U, IIB	35.9	32.3	28.1	21.5
Okla Baptist U, IIB	29.6	25.3	22.4	17.5
Okla Panhandle St U, IIB	34.8	31.4	28.7	24.5
Okla State U	—	—	—	—
Main, I	43.1	33.6	29.9	20.7
Tech, IIB	31.5	27.5	26.0	—
Phillips U, IIB	25.9	23.4	20.4	—
SE Okla St U, IIA	32.6	29.8	25.9	22.6
SW Okla St U, IIA	37.2	35.6	31.6	24.8
U of Oklahoma, I	43.8	33.2	28.4	18.9
U of Oklahoma & Arts	—	—	—	—
of Okla, IIB	35.8	32.2	28.2	23.9
U of Tulsa, IIA	47.6	36.3	29.1	17.9

OREGON

Columbia	—	20.2	16.9	—
Christian C, IIB	—	26.1	22.9	18.9
George Fox C, IIB	—	45.8	31.2	25.5
Lewis and Clark C, IIA	—	31.1	25.7	22.5
Linfield C, IIB	—	—	—	—
Multnomah Sch	—	—	—	—
of Bible, IIB	21.7	—	18.4	—
Oregon Inst of Tech, IIB	39.0	33.0	28.7	25.0
Oregon St U, IIA	44.6	36.0	30.1	21.7
Pacific U, IIB	37.8	28.8	25.8	—
Portland St U, IIA	40.7	33.0	28.9	22.1
Reed C, IIA	44.1	33.5	25.0	—
U of Oregon, I	43.9	33.9	28.5	22.1
U of Portland, IIA	38.1	31.1	21.9	—
Werner Pacific C, IIB	—	24.6	19.3	—
Western Baptist C, IIB	21.3	—	—	—
Western Conservative	—	—	—	—
Baptist Sem, IIA	21.7	—	22.2	—
Western	—	—	—	—
Evangelical Sem, IIB	26.6	—	—	—
Western Ore St C, IIA	34.9	30.3	25.7	18.9
Western Sts	—	—	—	—
Chiropractic C, IIA	—	—	21.5	—
Willamette C, IIA	40.8	27.8	26.2	—

PENNSYLVANIA

Academy of the	—	—	—	—
New Church, IIB	—	—	33.1	29.7
Albright C, IIB	38.7	32.1	27.8	25.3
Allegheny C, IIB	34.3	32.6	25.9	22.1
Allentown C	—	—	—	—
of Saint Francis, IIB	36.6	29.5	26.2	19.5
Alexander C, IIB	—	20.4	20.0	18.9
Bowyer C, IIB	36.7	28.8	25.1	—
Bryn Mawr C, I	45.1	36.3	27.2	—
Bucknell U, IIA	50.6	38.1	31.4	—
Carlson C, IIB	34.2	24.2	19.1	—
Carnegie Mellon U, I	63.4	42.8	37.8	33.5
Cedar Crest C, IIB	30.7	25.6	21.8	—
Chatham C, IIB	37.1	30.9	24.4	—
Chesnut Hill C, IIB	—	25.7	19.7	—
C Mt Leominster, IIB	—	26.4	21.3	—
CC of Allegheny Co, IIB	35.8	30.9	27.4	21.9
Drexel Univ C	—	—	—	—
of Science & Arts, IIB	35.4	30.4	26.6	25.5
Dickinson C, IIB	44.2	34.2	27.4	24.2
Drexel U, I	52.8	38.4	33.6	26.1
Duquesne U, IIA	36.2	28.9	26.4	19.6
Elizabethtown C, IIB	36.8	33.4	27.8	—
Franklin	—	—	—	—
and Marshall C, IIB	51.2	38.4	27.5	24.8
Gannon U, IIA	36.0	32.8	27.8	20.9
Geneva C, IIB	30.5	28.2	26.8	—
Gettysburg C, IIB	48.9	38.2	28.6	28.6
Harrisburg Area CC, IIB	37.8	30.7	25.1	21.8
Haverford C, IIB	51.1	38.9	31.0	—
Immaculata C, IIB	34.8	31.2	—	—
Junata C, IIB	37.5	29.5	26.2	—
Kelley JC, IIB	28.3	23.4	19.7	14.3
King's C, IIB	38.0	30.7	25.5	—
Lackawanna JC, IIB	—	—	18.9	14.8
Lafayette C, IIB	52.4	38.9	29.3	26.2

PENNSYLVANIA—Continued

	Assoc	Asst	Prof	Inst
Lancaster	34.2	—	—	—
Theological Sem, IIA	—	26.7	24.5	—
La Roche C, IIB	—	—	—	—
La Salle U, IIB	43.6	35.7	29.0	24.0
Lebanon Valley C, IIB	31.2	28.6	25.1	—
Lehigh U, I	53.8	39.2	32.8	34.8
Lincoln U, IIB	32.6	29.1	24.7	22.1
Lutheran Theol Sem, IIA	26.7	—	—	—
of Philadelphia, IIA	30.9	—	—	—
Lycoming C, IIB	36.2	30.4	24.8	22.7
Marywood C, IIA	32.6	28.6	24.4	20.2
Mercyhurst C, IIB	32.8	27.8	22.7	20.4
Messiah C, IIB	34.1	29.8	26.5	23.0
Montgomery Co CC, IIB	40.5	34.6	28.4	—
Moravian C, IIB	38.0	30.1	25.3	—
Mount Aloysius JC, IIB	—	—	23.0	22.4
Muhlenberg C, IIB	43.5	33.4	27.4	22.7
Neumann C, IIB	—	25.2	22.6	20.8
Northampton County	—	—	—	—
Area CC, IIB	33.7	30.2	26.2	—
Peirce JC, IIB	31.7	28.4	—	20.3
Pennsylvania St U	54.2	39.1	32.3	20.4
Main, I	44.7	38.9	32.3	27.5
IA campuses	—	—	—	—
Philadelphia C	44.7	35.8	27.0	23.6
Philadelphica C	43.0	34.9	28.9	—
Pittsburgh	41.7	—	—	—
Theological Sem, IIB	—	—	—	—
Point Park C, IIB	32.0	26.1	21.7	21.0
Rosemont C, IIB	33.8	30.3	21.7	—
Saint Joseph's U, IIB	43.4	34.6	29.6	24.2
Saint Vincent C, IIB	34.8	28.3	22.6	20.8
Seton Hill C, IIB	32.6	25.3	20.7	17.1
St Sys of Higher Ed	—	—	—	—
California U, IIA	45.5	37.5	29.5	24.1
Cheney U, IIA	45.5	37.1	28.8	23.4
Clarion U, IIA	45.4	37.1	30.3	23.5
Indiana U, IIA	43.2	35.0	27.9	19.3
Kutztown U, IIA	45.3	36.7	29.2	23.9
Lock Haven U, IIB	45.4	37.1	29.4	20.5
Mansfield U, IIA	45.0	36.8	29.5	21.8
Millersville U, IIA	45.2	36.9	29.7	23.6
Shippensburg U, IIA	45.4	36.7	30.2	24.5
Slippery Rock U, IIA	45.5	36.8	29.6	23.7
West Chester U, IIA	45.4	37.2	29.7	25.3
Susquehanna U, IIB	40.0	31.5	26.5	19.8
Swarthmore C, IIB	51.8	36.1	28.9	—
Temple U, I	46.3	38.0	31.8	26.8
Thiel C, IIB	31.8	26.2	22.5	—
U of the Arts, IIB	47.0	25.9	20.1	—
U of Pennsylvania, I	64.3	46.3	36.3	—
U of Pittsburgh	54.2	39.0	30.9	21.5
Main, I	—	—	31.7	19.5
Bradford, IIB	35.8	29.4	26.2	18.7
Greensburg, IIB	40.9	34.1	28.5	22.3
Johnstown, IIB	—	—	22.5	—
Titusville, IIB	—	—	—	—
U of Scranton, IIA	39.3	32.8	28.3	23.2
Ursinus C, IIB	39.6	32.7	26.6	—
Villia Maria C, IIB	—	24.8	20.0	—
Villanova U, IIA	49.7	36.4	32.7	22.3
Washington	—	—	—	—
and Jefferson C, IIB	37.7	33.1	26.8	22.6
Waynesburg C, IIB	29.2	22.8	21.1	19.6
Westminster C, IIB	34.5	29.0	23.5	—
Westminster	29.4	—	—	—
Theological Sem, IIB	39.4	—	—	—
Westmoreland Co CC, IIB	32.2	30.3	26.2	19.7
Widener U, IIA	44.4	37.7	30.3	22.2
Wilkes C, IIA	36.7	28.9	24.8	21.0
Wilson C, IIB	—	24.4	19.8	—
York C of Pa, IIB	45.6	36.8	28.9	24.9
RHODE ISLAND				
Brown U, I	56.5	38.9	32.1	—
Bryant C, IIA	47.8	43.2	33.4	—
CC of Rhode Island, IIB	36.4	29.6	24.6	18.2
New England Inst	—	—	—	—
of Tech, IIB	—	—	25.1	23.4
Providence C, IIA	48.5	39.0	29.6	26.2
Rhode Island C, IIA	39.9	34.3	28.6	23.4
Ri Sch of Design, IIB	39.4	30.8	25.6	—
Salve Regina	—	—	—	—
Newport C, IIA	36.8	30.1	24.6	21.2
U of Rhode Island, I	47.5	36.8	31.5	32.7
SOUTH CAROLINA				
Central Wesleyan C, IIB	22.4	17.5	16.8	—
Citadel, IIA	39.9	32.5	27.4	22.2
Clemson U, IIB	21.7	20.6	20.1	18.1
Clemson U, I	46.9	35.3	29.0	20.0
Coker C, IIB	28.2	25.2	22.5	—
College of Charleston, IIB	39.6	35.0	28.6	22.7
Columbia Bible C, IIA	22.6	19.4	15.9	—
Columbia C, IIB	31.6	26.0	24.4	21.0
Converse C, IIB	33.2	30.2	25.4	—
Erskine C, IIB	26.3	26.2	19.5	—
Francis Marion C, IIB	37.9	29.3	26.3	18.9
Furman U, IIB	41.5	32.3	26.4	21.1
Lander C, IIB	36.8	32.1	28.7	22.1
Limestone C, IIB	23.0	—	21.2	—
Morris C, IIB	25.5	23.9	19.0	17.8
Newberry C, IIB	26.8	23.8	21.0	—
North Greenville C, IIB	24.5	—	19.5	16.7
Presbyterian C, IIB	35.7	28.8	25.2	20.3
South Carolina St C, IIB	38.4	31.5	28.7	21.6
U of South Carolina	48.3	34.7	31.0	21.0
Main, I	35.0	30.1	24.8	17.9
Alben, IIB	—	—	28.1	—
Basel, IIB	35.3	29.9	26.7	23.3
Coastal, IIB	—	—	29.0	25.5
Lancaster, IIB	35.5	30.3	25.9	21.8
Spartanburg, IIB	—	—	29.9	26.5
Sumter, IIB	—	—	19.8	15.1
Voorhees C, IIB	41.0	33.5	27.1	20.1
Winthrop C, IIA	39.0	30.7	26.1	21.0
Wofford C, IIB	—	—	—	—
SOUTH DAKOTA				
Augustana C, IIB	31.6	26.7	23.6	20.0
Black Hills St C, IIB	33.3	28.2	24.9	19.8
Dakota St C, IIB	34.7	29.7	25.4	21.3
Dakota Wesleyan U, IIB	30.2	25.9	23.0	—
Huron C, IIB	—	—	24.0	15.1
Mount Marty C, IIB	27.2	22.9	19.2	—
North American	—	—	—	—
Baptist Literary, IIA	31.5	—	—	—
Central St C, IIA	33.6	28.5	24.0	19.8
Ogden LaSalle C, IIB	21.3	—	—	29.1
South Falls C, IIB	26.8	23.5	22.4	—
SD Sch of Mines	—	—	—	—
and Tech, IIA	37.3	31.2	27.7	21.1
South Dakota St U, IIA	38.3	29.1	24.6	20.1

Average Salaries for Full-Time Faculty Members at 1,700 Colleges and Universities—Continued

ILLINOIS—Continued

John A Logan CC, IV	30.9
John Wood CC, IV	25.1
Joliet JC, IV	35.2
Kankakee CC, IV	26.7
Kaskaskia CC, IV	26.8
Lincoln CC, IV	22.0
McHenry County CC, IV	31.3
Morton CC, IV	35.3
Prairie St C, IV	31.5
Shawnee CC, IV	22.5
Southeastern Illinois CC, IV	30.0
Springfield C in Illinois, IV	17.6
State CC, IV	24.8

IOWA

Des Moines CC, IV	27.0
Eastern Iowa CC Dist, IV	23.7
Indian Hills CC, IV	24.0
Iowa Lakes CC, IV	24.5
North Iowa Area CC, IV	29.9
Western Iowa Tech CC, IV	24.0

KANSAS

Allen County CC, IV	26.4
Barton County CC, IV	24.5
Butler County CC, IV	24.5
Central C, IV	16.7
Coffeyville CC, IV	23.1
Cowley County CC, IV	26.7
Fort Scott CC, IV	22.2
Hastings CC, IV	17.3
Highland CC, IV	23.8
Hutchinson CC, IV	27.9
Johnson County CC, IV	34.6
Kansas City Kansas CC, IV	30.7
Neosho County CC, IV	26.1
Prairie CC, IV	25.2
Seward County CC, IV	20.9

KENTUCKY

Midway C, IV	19.6
Saint Catherine C, IV	7.6

MAINE

Central Maine Voc Tech Inst, IV	23.7
Eastern Maine Voc Tech Inst, IV	24.1
Northern Maine Voc Tech Inst, IV	26.1
Southern Maine Voc Tech Inst, IV	24.1

MARYLAND

Maryland Inst C of Art, IIB	28.1
Saint John's C, IIB	31.2

MICHIGAN

Alpena CC, IV	34.2
Baker C, IV	30.3
Bay de Noc CC, IV	31.8
Charles Stewart Mott CC, IV	30.3
Cranbrook Acad of Art, IIB	33.8
Croft CC, IV	31.1
Grand Rapids JC, IV	36.6
Highland Park CC, IV	36.4
Jackson CC, IV	35.5
Kalamazoo Valley CC, IV	33.5
Kalamazoo CC, IV	33.6
Kirtland CC, IV	25.9
Lake Michigan C, IV	27.9
Macomb CC, IV	36.6
Mid Michigan CC, IV	25.3

MICHIGAN—Continued

Montclair CC, IV	29.3
Mustang Business C, IV	27.8
Mustang CC, IV	36.0
North Central Michigan C, IV	32.6
Oakland CC, IV	50.0
Saint Clair County CC, IV	34.9
Schoolcraft C, IV	36.4
Southeastern Michigan C, IV	26.9
Suomi C, IV	25.5
Washtenaw CC, IV	37.9
Wayne County CC, IV	28.9
West Shore CC, IV	29.7

MINNESOTA

Anoka Ramsey CC, IV	34.8
Austin CC, IV	35.0
Brainerd CC, IV	32.2
Fergus Falls CC, IV	33.5
Hibbing CC, IV	30.4
Inver Hills CC, IV	34.4
Itasca CC, IV	31.4
Lakewood CC, IV	35.4
Measeb CC, IV	33.0
Minneapolis CC, IV	33.9
Normandale CC, IV	34.1
Northland CC, IV	33.3
Rainy River CC, IV	30.8
Rochester CC, IV	34.1
Vermillion CC, IV	33.8
Willmar CC, IV	33.0
Worthington CC, IV	35.1

MISSISSIPPI

Coshoma JC, IV	18.2
Coppleh-Lincoln JC, IV	21.1
East Central JC, IV	20.4
East Mississippi JC, IV	19.4
Hinds JC, IV	21.9
Holmes JC, IV	20.5
Itawamba JC, IV	22.3
Jones County JC, IV	25.8
Meridian CC, IV	22.8
Mississippi Delta JC, IV	23.0
Mississippi Gulf Coast JC, IV	25.9
Northeast Mississippi JC, IV	24.4
Northwest Mississippi JC, IV	24.0
Pearl River JC, IV	21.8
Southeast Mississippi JC, IV	22.6
Wood JC, IV	15.5

MISSOURI

Jefferson C, IV	25.1
Metropolitan CC, IV	31.0
Mineral Area C, IV	28.1
Moberly Area JC, IV	22.0
State Fair CC, IV	25.5
Three Rivers CC, IV	22.3
Trenton JC, IV	22.2

MONTANA

Dawson CC, IV	26.1
Miles CC, IV	25.3

NEBRASKA

Central CC, IV	22.3
Grace C of Bible, IIB	16.6
McCook CC, IV	22.0
Mid Plains Nebraska Tech CC Area, IV	25.5
Northeast Tech CC, IV	22.6

NEBRASKA—Continued

Southeast CC, IV	22.2
Western Tech CC Area, IV	24.4

NEW MEXICO

New Mexico JC, IV	27.4
Northern New Mexico CC, IV	20.9
Saint John's C, IIB	30.6

NEW YORK

Sarah Lawrence C, IIA	37.2
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NORTH CAROLINA

Anson Tech C, IV	18.4
Asheville-Buncombe Tech C, IV	25.1
Beaufort County CC, IV	21.8
Bladen Tech C, IV	19.7
Blue Ridge CC, IV	24.8
Cape Fear Tech Inst, IV	24.6
Carteret CC, IV	21.8
Catawba Valley Tech C, IV	25.3
Central Piedmont CC, IV	27.8
Cleveland Tech C, IV	22.5
Coastal Carolina CC, IV	23.6
C of the Albemarle, IV	22.7
Davidson County CC, IV	28.0
Durham Tech Inst, IV	24.3
Edgecombe Tech C, IV	21.5
Fayetteville Tech CC, IV	25.9
Forsyth Tech C, IV	25.7
Gaston C, IV	24.8
Halifax CC, IV	20.7
Haywood Tech C, IV	23.5
Isaiah CC, IV	23.3
James Sprunt CC, IV	21.7
Johnston CC, IV	20.4
Lenoir CC, IV	20.8
Lenoir CC, IV	22.2
McDowell Tech C, IV	21.1
Martin CC, IV	24.4
Mayland Tech C, IV	22.3
Mitchell CC, IV	22.7
Montgomery Tech C, IV	22.0
Montreat-Anderson C, IV	23.9
Nash CC, IV	24.5
Pamlico Tech C, IV	25.1
Piedmont Tech C, IV	21.4
Pitt CC, IV	24.9
Randolph Tech C, IV	21.0
Roanoke-Chowan Tech C, IV	22.5
Robeson Tech C, IV	23.1
Rockingham CC, IV	24.9
Rowan Tech C, IV	26.8
Sampson Tech C, IV	22.4
Sandhills CC, IV	27.0
Southeastern CC, IV	20.9
Southwestern Tech C, IV	22.3
Stanly Tech C, IV	22.9
Surry CC, IV	23.1
Tech C of Alamance, IV	24.0
Tri-County CC, IV	18.8
Wake Tech C, IV	24.7
Warren Wilson C, IV	14.6
Wayne CC, IV	22.9
Western Piedmont CC, IV	23.1
Wilkes CC, IV	24.4
York County Tech Inst, IV	23.8

NORTH DAKOTA

Bismarck St C, IV	28.9
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NORTH DAKOTA—Continued

ND St Sch of Science, IV	28.6
U of ND Lake Region, IV	22.0

OHIO

Art Acad of Cincinnati, IIB	24.2
Columbus Tech Inst, IV	28.2
Cuyahoga CC Dist, IV	37.2
Hocking Tech C, IV	22.4
Lakeland CC, IV	36.2
Marion Tech C, IV	26.7
Terra Tech C, IV	25.1

OKLAHOMA

Bartlesville Wesleyan C, IIB	19.5
Carl Albert JC, IV	28.5
Eastern Oklahoma St C, IV	28.6
El Reno JC, IV	25.7
Murray St C, IV	25.0
Northeastern Oklahoma A&M C, IV	27.8
Northern Oklahoma C, IV	26.4
Oklahoma St U Tech Branch, IV	26.6
Rogers St U, IV	24.4
Rose St C, IV	28.9
Saint Gregory's C, IV	23.3
Tulsa JC, IV	28.8
Western Oklahoma St C, IV	26.9

OREGON

Bastiat C, IV	18.1
Blue Mountain CC, IV	31.2
Chemeketa CC, IV	29.2
Clackamas CC, IV	29.0
Clatsop CC, IV	23.5
Lane County CC, IV	26.6
Linn-Benton CC, IV	29.8
Mount Hood CC, IV	34.0
Pacific Northwest C of Art, IIB	18.2
Portland CC, IV	30.5
Rogue CC, IV	27.2
Southeastern Oregon CC, IV	28.8
Treasure Valley CC, IV	26.4
Umpqua CC, IV	27.5

PENNSYLVANIA

Berea Inst, IV	18.7
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RHODE ISLAND

Roger Williams C, IIB	35.2
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SOUTH CAROLINA

Alken Tech C, IV	24.5
Anderson C, IV	24.8
Beaufort Tech C, IV	21.1
Chesterfield-Marlboro Tech C, IV	25.8
Clinton JC, IV	8.2
Denmark Tech C, IV	21.0
Florence-Darlington Tech C, IV	22.6
Greenville Tech C, IV	23.8
Orangeburg Calhoun Tech C, IV	22.3
Piedmont Tech C, IV	22.7
Spartanburg Methodist C, IV	24.7
Spartanburg Tech C, IV	22.7
Tri-County Tech C, IV	23.6
Trident Tech C, IV	24.6
York Tech C, IV	25.7

SOUTH DAKOTA

Presentation C, IV	20.3
Sinte Gleska C, IV	15.2

TENNESSEE

Free Will Baptist Bible C, IIB	21.1
Tomlinson C, IV	18.6

TEXAS

Alvin CC, IV	32.4
Austin CC, IV	28.6
Blinn C, IV	27.6
Brookhaven C, IV	34.1
Cedar Valley C, IV	32.2
Cleco JC, IV	25.6
Clarendon C, IV	23.6
C of the Mainland, IV	32.1
Cooke County C, IV	25.0
Eastfield C, IV	37.3
El Centro C, IV	33.8
El Paso County CC Dist, IV	29.1
Galveston C, IV	28.4
Hill C, IV	25.6
Houston CC, IV	20.3
Howard County JC Dist, IV	24.5
Laredo JC, IV	29.0
Midland C, IV	30.3
Mountain View C, IV	36.3
North Harris County CC Dist, IV	32.3
North Lake C, IV	33.6
Palo Alto C, IV	23.7
Richard C, IV	36.2
San Jacinto C, IV	28.8
Texas St Tech Inst	
Amarillo, IV	23.1
Harlingen	23.5
Waco, IV	24.1
Trinity Valley CC, IV	27.4
Tyler JC, IV	28.7
Wharton County JC, IV	29.0

UTAH

C of Eastern Utah at San Juan, IV	25.6
Dixie C, IV	25.6
Utah Valley CC, IV	27.5

VERMONT

Southern Vermont C, IIB	18.6
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VIRGINIA

Southern Seminary JC, IV	19.8
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WASHINGTON

Bellvue CC, IV	30.7
Big Bend C, IV	30.2
Centralia C, IV	27.8
Columbia Basin C, IV	29.3
Evergreen St C, IIB	35.2
Olympic C, IV	29.8
Peninsula C, IV	30.6
Tacoma CC, IV	32.6
Yakima Valley CC, IV	31.5

WISCONSIN

Chippewa Valley Tech C, IV	32.2
Madison Area Tech C, IV	35.3
Milwaukee Area Tech C, IV	37.3
Milwaukee Inst of Art & Design, IIB	22.9
Nicolet C & Tech Inst, IV	30.3

WYOMING

Casper C, IV	27.7
Laramie County CC, IV	30.1

TIAA-CREF Will Allow Policyholders to Move Funds

Continued from Page A1
can invest in CREF (a stock fund) or TIAA (a more stable fixed-income fund).

While they may move money from CREF to TIAA, transfers in the other direction are not allowed, and policyholders cannot transfer any of their existing accumulations to funds offered by competing investment companies.

The new plan must still get the necessary approval from government agencies that oversee insurance and pension laws. TIAA-CREF officials said a preliminary model of the plan had been approved by New York state insurance officials, and added that they expected no major problems.

A Number of Restrictions

While the plan contains a number of restrictions, and while not every participant is automatically granted the right to transfer his or her money, observers of higher-education pension policy gave it an enthusiastic early reception, based on their preliminary interpretations of it.

"Nobody's seen the details, but everything so far seems to indicate that it's an extraordinary step," said Sheldon E. Steinbach, vice-president and general counsel of the American Council on Education.

Said Ann H. Franke, associate secretary and counsel of the American Association of University Professors: "The A.A.U.P. welcomes

this significant action by the TIAA-CREF board."

She added that the companies' action appeared to resolve one of two key issues in a highly controversial Securities and Exchange Commission proceeding that involves the companies' request to offer a money-market fund.

Said Roy A. Schotland, a Georgetown University law professor and one of the companies' most vigorous critics: "These sound like splendid steps forward."

He added that "any possibility of transferring money from Third Avenue" (TIAA-CREF's address in New York) was good news.

"If you can in fact take your money out," he said, "the companies will start rendering better service, and if they don't, you can move it elsewhere."

Under the plan, participants who want to transfer their existing accumulations—so-called "old money"—from CREF to other company funds, or to competing funds approved by their employers, can do so, provided their institutions offer a new group-annuity fund, which would in effect serve as a vehicle for transfer.

That fund was recently established by TIAA and CREF as a condition for their offering a money-market fund.

Because TIAA funds are far less liquid, TIAA participants who want to transfer old money would do so through a special payout plan under

which money would be transferred in installments over a 10-year period to a special group-retirement annuity. It could then be transferred to other TIAA-CREF funds or to competing funds.

Transfer from both funds hinges, however, on an institution's willingness to offer the new TIAA-CREF fund, or, in the case of participants seeking to move their money to an entirely different investment compa-

"If you can in fact take your money out, the companies will start rendering better service."

ny, an investment alternative. Currently, a small but apparently growing number of institutions offer alternatives to TIAA-CREF.

But in the past, participants could not transfer old TIAA or CREF money to those funds.

Just how the companies' latest step would affect the S.E.C. proceedings was not immediately known. Although company officials say they have been studying transferability since the special trustees' committee made its recommendation, some observers speculated that the companies had acted partly to address con-

cerns raised during the ongoing S.E.C. proceedings.

The companies are in the process of seeking S.E.C. approval to offer a money-market fund to give participants a safe haven for their money. To offer the new fund, CREF registered as an investment company under the Investment Company Act of 1940, which governs mutual funds and other investment options. But as a condition for offering the money-market fund, the companies argued that they should be exempted from provisions of the act that allow shareholders to transfer their money and take part in certain voting procedures.

The S.E.C. agreed in January to grant those exemptions on a temporary basis, clearing the way for CREF to introduce the money-market fund last month. The S.E.C. must now decide whether to grant those exemptions permanently.

A number of higher-education institutions and other groups, ranging from Stanford University to the Investment Company Institute, have taken an active role in opposing TIAA-CREF's application, and some observers feared the proceedings could drag on for months or even years.

Exploratory Meetings

In recent weeks, officials of a number of Washington-based higher-education associations held exploratory meetings with the parties involved in the S.E.C. hearings to determine whether there was any possibility of reaching a settlement.

TIAA-CREF officials said the companies still would need exemptions from the investment-company act, but said they hoped last week's actions would satisfy those who have opposed their application.

Colleges Warned by Labor Dept.

It was also not immediately clear what effect the latest actions would have on a recent letter to the S.E.C. written by a Labor Department official, who warned that colleges could face increased liability if they offered pension plans only with TIAA-CREF.

The letter, written by Ann L. Combs, a Deputy Assistant Secretary at the Labor Department, said that due to CREF's recent registration as an investment company, the company's investment advisers would no longer be accountable to campus-based administrators. In effect, it said that campus-based fiduciaries—that is, administrators involved in the management of TIAA-CREF pension plans—could instead be held accountable for CREF investments as a result.

Because the company prohibits transfer of money, it added, those fiduciaries could not carry out their duties effectively—since, should they decide for some reason that TIAA-CREF was an imprudent investment, participants would not be able to transfer their money.

The letter is one of numerous filings the S.E.C. has received in the case. Although TIAA-CREF officials have disputed its argument, it caused concern among some observers of pension planning in academe.

Note Book

In recent years the University of California at Berkeley has moved toward rough parity in the racial and ethnic composition of its student body. Now it has a new set of problems to contend with.

No one, it seems, is completely happy with the criteria used by Berkeley to cull a freshman class from the mass of applications flowing in. The most vocal critics are Asian-Americans, who contend that new admissions criteria put in place in 1984 have amounted to a *de facto* quota system to keep down their numbers at Berkeley. Last year, for example, Asians made up 22.9 per cent of the applicant pool but only 16.8 per cent of those admitted.

The charges of bias led to a state audit of Berkeley admissions that found that while its criteria tended to favor whites, there was no evidence of clear discrimination against Asian-Americans.

At the annual meeting of the American Association of Collegiate Registrars and Admissions Officers in Nashville last month, Richard H. Shaw, Berkeley's associate director of admissions, said the lesson was to be open and clear about the admissions process. Berkeley now publishes its admissions criteria in its catalogue, listing the specifics of its sometimes-confusing selection process.

"Our policies have to be clear and well documented," Mr. Shaw said. "We had good intentions, but we had nothing written down."

He said Berkeley would continue to analyze its admissions criteria and try to insure that no bias crept in.

Henry Der, a member of the Asian American Task Force on UC Admissions, a watchdog group made up of local professionals, said he thought university policy makers were now "treading a little more carefully."

The relative success of Berkeley in achieving parity has also made life more difficult for other campuses in the U.C. system, which have had a hard time competing with the Berkeley and Los Angeles campuses for minority students.

Whites make up only 38.4 per cent of the current freshman class at Berkeley, but at the Santa Cruz campus, for example, whites compose more than 90 per cent of the student body.

At Irvine, said James Dunning, the admissions director, there is little chance of attracting the black high-school graduates who are eligible for admission to the U.C. system.

Under the university's affirmative-action program, any black person who meets minimum admissions standards is guaranteed admissions to the campus of his or her choice.

Last year, Mr. Dunning said, of the 18,000 black high-school graduates statewide, 800 met U.C. eligibility requirements. About half chose U.C.L.A., and about half chose Berkeley. Said Mr. Dunning: "There's a lack of parity in affirmative action."

Students

Sharp Drop, Rise Seen in Graduates of High Schools

After 1995, their ranks are expected to swell

By JEAN EVANGELAUF

The number of high-school graduates is expected to drop sharply over the next six years and then rise almost without interruption into the next century, according to a study to be released this week.

The projections indicate that schools and colleges will have to plan carefully as the roller-coaster pattern of the size of high-school graduating classes that began in the late 1970's continues into the 1990's, said Charles S. Lenth, senior program director of the Western Interstate Commission for Higher Education, which conducted the study.

"If planners or legislators simply looked at the downward trend nationally and just assumed it was permanent, it would lead to some sort of overreaction," he said.

"If there is an overreaction to the declines," he added, "that would leave all levels of education, and indeed the nation, in a very weakened position several years later, when that capacity is needed again."

In what the commission termed a "modest upturn," the number of graduates will increase about 4 per cent from 1986 to 1988, rising to 2.76 million from 2.65 million. Then the number will drop 12 per cent, to a low of 2.44 million in 1992, and remain at that level for three years. In 1995, the ranks of high-school graduates will again climb, rising 19 per cent to 2.91 million in 2004.

The number of high-school graduates peaked in the late 1970's at about 3 million, the commission said.

Projections for Each State

The projections are based on historical data on school enrollments, statistics on the proportion of students who progress from grade to grade, the number of births, and patterns of migration for each of the states and the District of Columbia. The study includes detailed projections for each state, as well as regional and national statistics.

Mr. Lenth emphasized that the figures were projections based on enrollment and demographic trends of the last six years, and were not predictions of the precise numbers of graduates in the future.

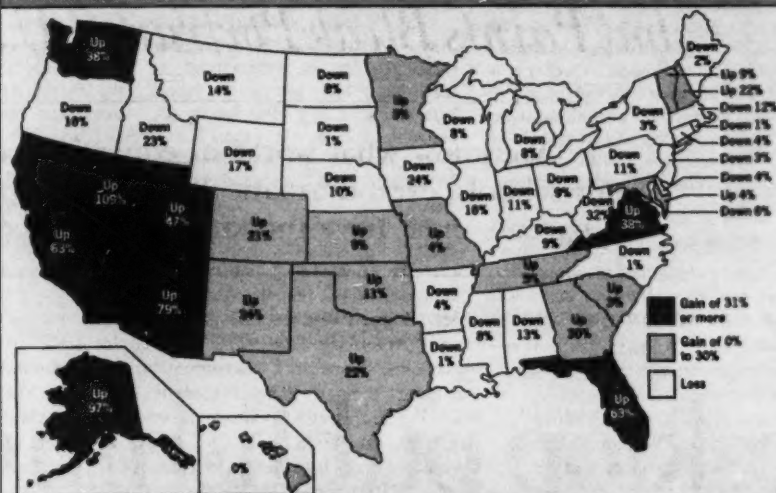
"Many of the factors we have taken into account are under the control of states or school districts," he said. "If the states change graduation requirements or begin programs to retain people in the school system to graduation, they could affect these projections in a very significant way."

For example, he said, changes in the high-school dropout rate could affect the figures substantially. According to the U.S. Department of Education, 28.5 per cent of those who entered the ninth grade four years earlier failed to earn a high-school degree "on time" in 1986, the latest year for which figures are available.

Mr. Lenth said the composition of the high-school graduating class after the slump in the mid-1990's will change in two respects: More students will be from

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Changes in Number of High-School Graduates, 1986-2004



Projections of High-School Graduates for Selected Years Through 2004

	1985-86 actual	1987-88	1989-90	1993-94	1997-98	2001-02	2003-04
Alabama*	42,855	44,419	42,631	37,821	39,658	37,093	37,305
Alaska*	5,574	6,354	6,029	6,819	9,271	11,341	11,003
Arizona*	28,408	31,530	31,876	32,461	41,944	46,128	50,910
Arkansas	27,032	28,366	27,612	26,188	26,234	26,329	26,032
California	252,150	270,257	251,461	266,878	330,463	375,160	410,265
Colorado*	35,079	37,550	35,377	33,645	39,158	42,257	42,469
Connecticut	37,820	38,415	32,797	29,087	32,232	34,499	36,428
Delaware	7,951	8,063	7,593	7,000	8,096	7,296	7,658
D. C.*	4,882	5,091	4,337	3,581	3,850	4,227	4,558
Florida*	92,536	99,895	102,114	94,767	115,512	139,321	151,090
Georgia*	63,272	65,929	62,892	64,545	75,677	78,496	82,040
Hawaii	12,468	13,334	12,264	11,822	12,156	12,853	12,508
Idaho	12,311	12,970	12,030	11,887	11,984	10,448	9,526
Illinois	132,770	136,728	124,290	112,396	120,751	113,634	111,955
Indiana	65,230	69,936	67,281	59,753	64,444	58,205	57,757
Iowa*	37,345	38,146	34,185	30,973	33,833	30,865	28,293
Kansas	27,195	28,211	26,987	26,648	31,055	30,376	29,731
Kentucky	41,370	43,177	41,345	38,693	41,554	38,352	37,548
Louisiana	46,766	45,878	44,190	42,536	45,490	48,138	48,079
Maine	14,773	15,670	14,894	13,204	14,014	14,381	14,468
Maryland	53,438	54,031	49,623	42,957	50,615	51,783	55,329
Massachusetts*	72,423	72,036	62,399	53,121	57,770	60,974	63,579
Michigan	117,926	122,676	111,185	98,838	111,200	106,587	106,736
Minnesota	56,149	59,420	53,192	50,781	60,880	59,252	58,722
Mississippi*	27,423	29,441	27,884	25,875	28,706	28,146	25,211
Missouri	54,867	57,400	56,209	51,973	58,519	56,606	57,047
Montana*	10,079	10,581	9,762	9,359	9,946	9,860	8,894
Nebraska	19,814	20,437	19,560	17,871	19,728	19,095	17,778
Nevada	8,821	10,233	9,784	10,581	13,555	16,534	18,450
New Hampshire*	12,520	13,376	12,414	10,856	13,714	13,714	15,282
New Jersey*	94,720	96,666	84,880	76,536	82,122	84,875	91,595
New Mexico	16,885	16,972	17,162	16,967	20,102	21,073	21,020
New York	192,593	196,440	173,268	158,933	169,264	176,249	186,799
North Carolina*	68,678	71,704	67,946	60,345	64,629	64,837	68,036
North Dakota	8,149	8,826	8,012	7,704	8,217	8,181	7,486
Ohio	132,805	139,921	132,681	120,691	133,822	120,681	120,190
Oklahoma*	35,048	37,295	35,676	33,646	39,094	41,828	38,912
Oregon	27,746	29,509	26,971	25,641	26,747	24,213	23,303
Pennsylvania	145,005	145,974	130,654	116,804	130,177	125,468	129,386
Rhode Island	10,676	10,741	9,580	8,530	10,124	10,020	10,589
South Carolina*	36,650	37,813	37,621	35,603	38,733	37,341	37,901
South Dakota	8,382	8,965	8,269	8,322	9,483	8,849	8,273
Tennessee*	46,162	49,989	49,187	44,611	47,829	47,014	48,469
Texas*	170,194	179,616	187,138	183,235	209,371	203,036	207,631
Utah	20,073	23,184	23,098	28,661	33,076	30,977	29,591
Vermont	6,795	7,215	6,540	6,268	7,082	7,292	7,436
Virginia*	67,093	71,595	68,203	65,564	79,792	85,742	92,312
Washington*	48,735	52,444	47,318	48,768	56,523	64,088	67,177
West Virginia	22,546	23,188	22,407	19,957	19,373	17,012	15,428
Wisconsin	64,522	64,285	57,846	52,564	62,177	59,982	58,307
Wyoming*	5,758	6,279	5,987	5,564	5,404	5,382	4,764
Total	2,650,442	2,768,189	2,594,438	2,445,829	2,777,149	2,823,872	2,912,094

* The 1985-86 total consists of the actual number of public high-school graduates and an estimate for the number of private high-school graduates. All other 1985-86 totals include actual figures for both public and private high-school graduates, except for the State of Washington, which includes estimates for both figures.

SOURCE: WESTERN INTERSTATE COMMISSION FOR HIGHER EDUCATION

change the way this country works," he said.

Mr. Naison, who teaches a course on the 1960's at Fordham, said his studies of the era had left him with the impression that the United States never recovered from its involvement in Vietnam. "The physical, cultural, political damage of that era is still with us, much as the Civil War damage was with the South for several generations," he said.

'More Decadent and Troubled'

The abandoned buildings and drug trafficking that plague Harlem and other urban areas represent problems that have arisen in the past 20 years that are in urgent need of attention, he said. "If anything, we are a more decadent and troubled and decayed society now than we were in 1968."

Memories of the Columbia protest, Mr. Naison said, should serve as an incentive for renewed activism. "I feel more than ever and more than anything that the moment we had there, the power we felt, the experience of turning constant defeat into victory, has to be recovered, has to be sustained, and has to be transformed into a movement," he said.

William Sales, an assistant professor of Afro-American studies at Seton Hall University and a leader of the Columbia Student Afro-American Society in 1968, recalled that the protests would not have lasted more than a day without the support of residents of the surrounding Harlem community.

"We became militant because of the example of the black students and the example of the community members," said Mr. Rudd. However, he said, he regretted the escalated level of militancy that marked the student movement after the Columbia protests.

He and fellow members of the Columbia chapter of S.D.S. should not have destroyed the national S.D.S. in 1969 in an attempt to establish the more militant "Action Faction," he said.

"Stupidly, we universalized the experience of Columbia and developed an atrocious theory that militant action by a few can work anywhere, everywhere in the whole society," he said.

'Vietnam Made Us Crazy'

Mr. Rudd paid tribute to Ted Gold and David J. Gilbert, who were protest leaders in 1968 but absent from the reunion. Mr. Gold was killed in 1970 when a bomb being built by militant radicals exploded in a New York townhouse. Mr. Gilbert, who became involved in the radical Weatherman group, is serving a 75-year-to-life sentence in a New York state prison for his role in the 1981 robbery of an armored truck in Nanuet, N.Y., during which a guard and two policemen were killed.

Mr. Rudd said that while Mr. Gilbert and his accomplices had called the robbery and killings "a necessary revolutionary act," he considered them a "tragedy."

"I now believe the war in Vietnam made us crazy," Mr. Rudd said. He said that he, Mr. Gold, and Mr. Gilbert had been filled with a rage that "blinded us to many other realities such as the fact that militancy and violence are often counterproductive and also to the fact that this country was not in a revolutionary state and not even near one."

The reunion included a party marking the 20th wedding anniversary of Richard and Andrea Eagan, who had been married in a student-occupied building.

Number of High-School Graduates Expected to Decline, Then Rise

Continued from Page A28

the West, and more will be members of racial or ethnic minority groups.

"If it weren't for the increases in the West, we wouldn't see increases of the magnitude we're expecting for the nation as a whole," he said. From 1986 to 2004 the number of graduates in the West will increase nearly 50 per cent, to about 710,000, and the proportion of all U.S. graduates who are from that region will rise to 24 per cent from 18 per cent.

Because not all of the states collect comparable data, the study does not include projections by racial and ethnic groups. However, Mr. Lenth said the numbers of graduates of minority groups would probably rise, because Census Bureau figures show that Hispanic and Asian populations are growing faster than the white population.

Mr. Lenth warned that the figures would not predict college enrollments.

Despite the decline in the number of high-school graduates from 1980 to 1986, college enrollments have held steady at about 12 million during the 1980's, largely because of an increase in the numbers of older and part-time students and a rise in the proportion of traditional college-age students seeking higher education, according to the Education Department.

Whether colleges can maintain those enrollment levels during the downturn of the 1990's is an open question, said Solomon Arbeiter, associate director for research and development at the College Board.

"If they want to maintain a steady-state enrollment, they'll have to get more older students and more minority students," he said. He added that he thought colleges in the 1990's would face greater competition for new high-school graduates from businesses and the military.

The report shows that the number of graduates will vary tremendously among the states, with the fastest growth projected for Nevada, where from 1986 to 2004 the number will rise 109 per cent, to 18,450. The steepest decline is projected for West Virginia, where the number will fall 32 per cent, to 15,428.

97-Pct. Increase in Alaska

Other states expected to have large increases from 1986 to 2004 include Alaska, up 97 per cent; Arizona, up 79 per cent, and California and Florida, each up 63 per cent.

States expected to suffer large decreases include Iowa, down 24 per cent; Idaho, down 23 per cent, and Wyoming, down 17 per cent.

Noting that not all states and regions will experience the same down-and-up pattern that will be evident nationally, the report warned college planners and others to examine the detailed tables in preparing for the population changes.

"Inappropriate generalizations of national trends to individual states or state trends to the nation as a whole could provide worse guidance than no information at all," the report said.

The figures cover students earning diplomas from public and private high schools and exclude those passing high-school equivalency examinations.

According to the projections, private high schools are expected to graduate 218,169 seniors in 2004, a decline of 17 per cent from the 1986 number. Over all, the proportion of

graduates who are from private schools is expected to drop to 7.5 per cent in 2004 from 9.9 per cent in 1986.

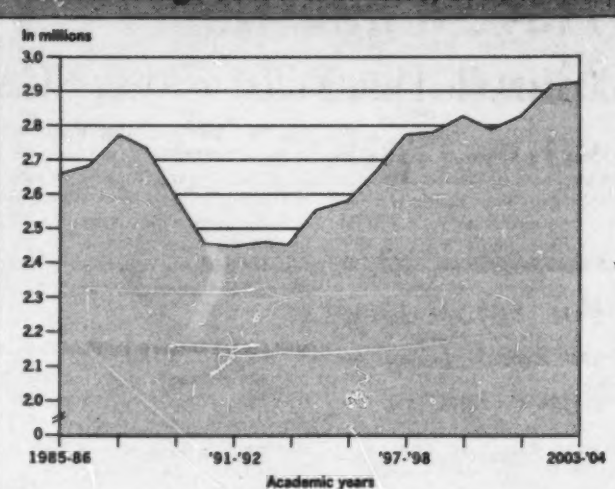
Mr. Lenth said that estimate reflected the decline in private-school enrollment that occurred over the last decade. However, he noted, the private-school figures have a greater margin of error than those for public schools because private-school enrollments can be greatly influenced by changes in government policies, and because 13 states could provide only estimates of past private-school enrollments, not actual figures.

A Joint Project

The study, which was prepared by Robin Etter Zufiga, a staff associate at the Western Interstate Commission, is being published jointly by WICHE, the College Board, and the Teachers Insurance and Annuity Association. The Lilly Endowment provided money for the project.

Copies of the 46-page report, *High School Graduates: Projections by*

Number of High-School Graduates, 1986 to 2004



State, 1986 to 2004, are available for \$10 each plus a \$2 handling charge from the Western Interstate Commission for Higher Education, P.O. Drawer P, Boulder, Colo. 80301.

Detailed data are available for each

of the states for \$3 for a printed report or \$5 for a diskette, and by region for \$18 (print) or \$30 (diskette). A complete set of tables for all of the states and regions is available for \$65 (print) or \$120 (diskette).

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